

S/N	Question	Question addressed to	Response
1	Often during interviews, we see questions that asked about applicant whether they are suffering from physical difficulties, mental illness and / or physical illness. How could we avoid discrimination in hiring practices?	Jacobs team	We are an equal opportunity employer and avoid discriminations at all cost. A person with a disability has a right to the same employment opportunities as a person without a disability. We at Jacobs consciously practice that during interviews and subsequently at our work place.
2	For Jacob's 5 Ways To Wellbeing, can you give some examples of Take Notice, please? Also, what were the following actions after taking notice?	Jacobs team	Savour the moment, whether you are walking to work, eating lunch or talking to friends. Be aware of the world around you and what you are feeling. Reflecting on your experiences will help you appreciate what matters to you.
3	Could you share some examples of companies that previously stigmatised mental health that changed and now support it?	Jacobs team	It is really hard to tell as these examples are not widely shared publicly.
4	Admire Jacobs' leadership in volunteering to be mental health champions! How do we encourage other companies and employers to have the same mindset and become such champions for their staff?	Jacobs team	There are many business reasons to create a mentally healthy workforce. A good start might be to provide management some statistics around this and topics you could research are staff retention, positive impact on productivity and profits, decreased absenteeism and presenteeism, morale, etc. Having leaders lead by example is extremely important.
5	Would the Jacobs team be able to share with us if government grants are given for mental health support? Would like to know more.	Jacobs team	Beyond Blue is an Australian independent, not-for-profit mental health organisation supported by the Australian federal government. Beyond Blue works to raise awareness of depression, anxiety and suicide prevention, reduce the stigma surrounding these issues and to encourage people to seek support when they need it. They have plenty of resources that workplaces can utilise.